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Approved For Release 2003/05/05 : CIA-RDP84-00780R003700110035-4

Training-6

DD/S 69-2849

20 JUN 1969

NOTE FOR:

SUBJECT : Midcareerist Follow-up

1. At a recent briefing on the Support School/OTR given by Mr. there was once again brought to my attention the matter of our follow-up -- or lack thereof, of the utilization and progression of officers who have attended the Midcareer Executive Development Course. In order that I may get a clearer picture as to how accurate we, as a Directorate, have been in our selection of "comers" and how effective we have been in their development in our Services, I would like each of you to examine the attached list of members of your Career Service who have attended previous Midcareer Executive Development Courses and to advise me as to:

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A. whether or not you still consider these individuals as officers of GS-15 potential;

B. whether the career plans for these officers have been updated;

C. have these officers, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of their "planned" development as opposed to their being available as a "target of advancement opportunity" arose;

D. what specific plans you have for their further advancement both in grade and to positions of greater responsibility;

E. what additional training has been provided for them since their completion of the Midcareer Course and the relationship of this training to their assignments and development in your Service;

F. what specific additional training you believe either necessary or desirable for their further development; and,

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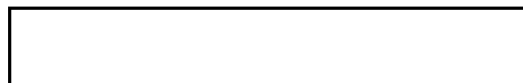
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G. what rotational assignments outside your Career Service -- for purposes of broadening their perspective or knowledge of Agency operations -- would be desirable for these officers.

2. I would appreciate your response to these queries on or before 21 July.

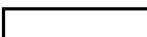


25X1

R. L. Bannerman
Deputy Director
for Support

Att
List

Distribution:

- O - DD/S Subject w/att
- 1 - DD/S Chrono wo/att
- 1 - D/CO
- 1 - D/FIN
- 1 - D/L
- 1 - D/Pers
- 1 - D/S
- 1 - DTR
- 1 - SOS/DDS Chrono
- 1 - D/MS
- 1 - DDS (Mr. )

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OFFICE	TOTAL ATTENDED MEDC	A. SECRET Approved For Release 2003/05/05 : CIA-RDP84-00780R0003700110035-4 these Officers of GS-15 potential?	B. Have their career plans been updated?	C. Since completing MEDC have Careerists assumed more responsible positions? Was it planned or "target of opportunity"?
COMMO	30	· All but three · GS-14 to 15, none · GS-13 to 14, five	In most cases, no, but chiefly because plans are still valid.	With few exceptions, yes, and most assignments were planned.
FINANCE	22	· All still do · GS-14 to 15, two · GS-13 to 15, two · GS-13 to 14, nine	With one exception, they have been updated or are current.	Yes, and with exception of one or two they were planned assignments.
LOGISTICS	24	· All still do · GS-14 to 15, two · GS-13 to 14, three · GS-12 to 13, three	13 plans have been modified, 10 are in good shape.	Ten have gone on to more responsible assignments. Others will as opportunity exists. Generally planned.
MEDICS	4	· All still do · GS-14 to 15, one	All the career plans are current.	All but one and he com- pleted course in June 1969. Were on planned basis.
PERSONNEL	30	· All still do · GS-14 to 15, four · GS-13 to 14, nine	As appropriate or necessary have been updated but are not always meaningful.	Most have assumed more responsible positions on a planned basis.
SECURITY	25	· All but four · GS-14 to 15, three · GS-13 to 14, five	Generally no, but soon will be.	Yes and generally on a planned basis.
TRAINING	18	· 2 no, 1 reconsidering · GS-14 to 15, two · GS-13 to 14, two	OTR did not specifically address this question.	Yes, and for the most part it was on a planned basis.
O/DDS	16	· All still do · GS-14 to 15, three · GS-13 to 14, seven · GS-12 to 13, three	No evidence of updating.	Yes, and in general our needs were matched by officer qualification.

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D. What specific plans do you have for further advancement in grade and responsibility?	E. What additional training MEDC, relationship to development?	F. What specific additional training, e.g. management, reviews, desirable?	G. What rotational assignments outside your career service would be desirable?
Generally defers on speaking to subject of grade, but has position plan for future assignments.	13 of the 30 have had additional training. Same is planned for all others.	General categories of training, e.g. management, reviews.	Only four Careerists being considered for assignment outside Commo.
Will depend on headroom, but each will be considered against opportunities.	About half have had additional training. Remainder are being considered.	Relatively few specific courses have been selected.	About half of the Midcareerists have been considered, most for PPB.
World situation too fluid to say but plan exists and each will get one consideration.	12 have had additional training. In each case it was to improve development.	As appropriate, will determine what is necessary.	No general rotation outside OL planned but will occur as opportunity exists.
Plan to give all four more responsibility and will promote as possible to do so.	2 of the four have had additional training.	Specific additional training planned for two.	Three are considered eligible. The staff psychiatrist is not.
Reviewing prospect of developing meaningful succession plan.	Most have received the additional training considered necessary.	Will be arranged on an individually needed basis.	Will be based on review of succession program.
Plan exists to give more responsibility. Headroom is barrier to promotions.	All but seven have had additional training and it was meaningful to development.	Specific training being considered for all Mid-careerists.	Most have already served outside OS and others will rotate when considered useful.
Formal plan exists to give each one more responsibility and give consideration for promotion.	All but two have had additional training and it was meaningful to development.	Being considered on case by case basis.	Almost all have served outside of OTR.
Recency of promotions make promotions again soon unlikely. No formal plan to advance to more responsible positions.	All but six have had additional training and it was generally based on employee request.	Will be considered as each case reviewed.	All have served outside the Support Directorate.

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